

Division of Health Care Facilities

STATEMENT OF DEFICIENCIES AND PLAN OF CORRECTION	(X1) PROVIDER/SUPPLIER/CLIA IDENTIFICATION NUMBER: TN1927	(X2) MULTIPLE CONSTRUCTION A. BUILDING: _____ B. WING: _____	(X3) DATE SURVEY COMPLETED 03/20/2019
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NAME OF PROVIDER OR SUPPLIER GRACE HEALTHCARE OF WHITES CREEK	STREET ADDRESS, CITY, STATE, ZIP CODE 3425 KNIGHT DRIVE WHITES CREEK, TN 37189
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(X4) ID PREFIX TAG	SUMMARY STATEMENT OF DEFICIENCIES (EACH DEFICIENCY MUST BE PRECEDED BY FULL REGULATORY OR LSC IDENTIFYING INFORMATION)	ID PREFIX TAG	PROVIDER'S PLAN OF CORRECTION (EACH CORRECTIVE ACTION SHOULD BE CROSS-REFERENCED TO THE APPROPRIATE DEFICIENCY)	(X5) COMPLETE DATE
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N 000 Initial Comments

N 000

The licensure survey and complaint investigation #46896, #46927 and #47129 were completed on 3/20/19 at Grace Healthcare of Whites Creek. Deficiencies were cited related to the licensure survey and no deficiencies were cited for complaint investigation #46894, #46927 and #47129 under Chapter 1200-8-6, Standards for Nursing Homes.

N 416 1200-8-6-.04(11)(a) Administration
SS=D

N 416

(11) Prior to employment, all nursing homes shall complete a criminal background check on any person who will be in a position which involves providing direct care to a resident or patient.

(a) Any person who applies for employment in a position which involves providing direct patient care to a resident in such a facility shall consent to:

1. Provide past work and personal references to be checked by the nursing home; and/or
2. Agree to release and use of any and all information and investigate records necessary for the purpose of verifying whether the individual has been convicted of a criminal offense in the state of Tennessee, to either the nursing home or its agent, to any agency that contracts with the state of Tennessee, to any law enforcement agency, or to any other legally authorized entity; and/or

3. Supply a fingerprint sample and submit to a state criminal history records check to be conducted by the Tennessee Bureau of Investigations, or a state and federal criminal history records check to be conducted by the

- 1) No residents were negatively impacted by this practice. Employee Relations Director will call given references on 8/8 files pulled by 4/27/19.
- 2) Employee Relations Director will call given references on all new hires dating back 3/1/19 on anyone currently employed by 4/27/19.
- 3) In-service was completed with Employee Relations Director, Nursing Administration team, and all other department heads that each new employee must provide past work and personal references and must be checked by nursing home on 3/20/19.
- 4) The Employee Relations Director or designee will audit all new hire personnel files hired for the previous week, weekly for three months to ensure all necessary components are present at start date.
- 5) Results will be reported to the facility Quality Assurance Process Improvement Committee by the

4/27/19

Division of Health Care Facilities

LABORATORY DIRECTOR'S OR PROVIDER/SUPPLIER REPRESENTATIVE'S SIGNATURE

TITLE

(X6) DATE

STATE FORM

6899

2TZ811

If continuation sheet 1 of 2

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Tennessee Bureau of Investigation and the
Federal Bureau of Investigation; and/or

4. Release any information required for a
criminal background investigation by a
professional background screening organization
or criminal background check service or registry.

This Rule is not met as evidenced by:
Based on facility policy, record review and
interview, the facility failed to have references for
7 of 8 employee files reviewed.

The findings include:

Record review of the facility policy, Personnel
Records, revised January 2008 revealed "...Our
facility maintains certain records for each
employee which are directly related to his/her
employment...Personnel records contain, as each
may apply, the following data: f. Employment
references, letters etc..."

Record review on 3/19/19 at 1:00 PM revealed 7
employee files did not have references.

Interview with the Administrator on 3/19/19 at
1:30 PM in the conference room confirmed "...we
just don't do references. I really don't care about
what other places say about them. We give them
an opportunity through orientation..."

N 416

Employee Relations Director. The
Quality Assurance Process
Improvement committee consists of
the Administrator, The Director of
Nursing, The Assistant Director of
Nursing, the Minimum Data Set
Coordinator, Rehabilitation Director,
Medical Director, Environmental
Service Director, Dietary Manager,
Social Services Director, and Activities
Director, monthly for three months.